

# Securing Transformational Leaders for World Class Firms



**HRG**  
SEARCH

**HRG** *Optimum*

## Customized Services

HRG Optimum expands upon our outstanding Professional retained executive search service and includes customized support for you, your management team and the candidates before, during and after the hiring process.

The Optimum service is ideal when you need to bring your selection team together to execute the search flawlessly and hire the absolute best Transformational Leader.


You and your management team will benefit from our 30+ years experience in placing high performing candidates at thriving organizations.

 **HRG**

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- 1 Needs Definition and Team Alignment**  
Conduct a pre-search, individual meeting with the hiring manager and key members of the leadership team to gather all input on the requirements for the new leader. HRG creates a needs definition report and provides research on market conditions.
  - 2 Targeting**  
This process includes writing or reviewing/editing your position description to ensure it is up to date and we develop a comprehensive sourcing strategy. Our unique search strategy ensures you'll attract "A" level talent.
  - 3 Preliminary Investigation**  
Our targeting process results in multiple responses. We review and investigate to ensure potential candidates meet your requirements.
  - 4 Candidate Evaluation**  
We review and confirm experience, education, job history, performance, evaluate future potential and candidate provides behavior and experience self analysis, We conduct a leadership and culture assessment.
  - 5 Interviews**  
HRG provides Optimum clients with interview coaching, tools and facilitates a group session to support the team in conducting structured, skill and behavior based interviews.
  - 6 Selection**  
HRG facilitates a conversation with the interview team to gain consensus on the finalist candidate and provides advice regarding the final steps in the acquisition process.
  - 7 Offer Analysis and Negotiation**  
HRG performs an in-depth offer analysis with finalist candidates. We never put our client in a position of making an offer that the finalist candidate will not accept.
  - 8 Onboarding**  
HRG provides ongoing follow-up for up to 6 months with both the client and candidate to ensure a long term relationship.
-  HRG is available to provide executive support services including interview team training, onboarding plan, and executive coaching.